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LIBRARY OF CONGRESS INFORMATION BULLETIN

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November 19, 1982

Library Will Present Dramatic Narrative, *Army Brat*, on Tuesday, December 7

Army Brat: A Dramatic Narrative for Three Voices will be presented in the Library's Coolidge Auditorium on Tuesday evening, December 7. First presented at the Joseph Papp New York Shakespeare Festival in 1980, this program is based on William Jay Smith's memoir, *Army Brat,* and will be performed by Mr. Smith as The Poet, Helen Carey as The Mother, and Stanley Anderson as The Corporal. It is directed by Betsy Shevey. *Army Brat,* presented at the Library under the auspices of the Gertrude Clarke Whittall Poetry and Literature Fund, will begin at 8 p.m. Free tickets may be obtained by calling the Poetry Office, (202) 287–5394/5.

Helen Carey's theatrical career includes seasons with the Stratford Festival Theatre in Canada, the Tyrone Guthrie Theatre in Minneapolis, Baltimore Center Stage, and the Folger Shakespeare Library. Stanley Anderson, a 10-year member of Arena Stage's resident acting company, most recently played Weinberl there in Tom Stoppard's "On the Razzle" and has appeared in Arena's "A Lesson from Aloes," "Undiscovered Country," and "One Flew Over the Cuckoo's Nest," to name only a few of his Arena productions. Betsy Shevey, who has directed more than 80 productions in the United States and Europe, is a founding director of the Women's Project of the American Place Theater and is now guest professor of drama at the University of Texas.

Author William Jay Smith, the Library's consultant in poetry in 1968–70, was educated at the Washington University in St. Louis, where he was a classmate and close associate of Tennessee Williams. He later studied at Columbia University and, as a Rhodes Scholar, at Oxford University. Mr. Smith is the author of seven volumes of poetry, two of which were final contenders for the National Book Award. In the fall of 1980, he published three books: *Army Brat: A Memoir,* which has been issued as a Penguin paperback, *The Traveler's Tree: New and Selected Poems,* and *Laughing Time,* a selection of his

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children's poems. He compiled the anthology, *A Green Place: Modern Poems,* which has just been published. He has received numerous honors, including prizes from *Poetry* in 1945 and 1964, a Ford Foundation theater grant at Arena Stage in Washington, D.C., in 1964, and, in 1972, the Loines Award from the American Academy and Institute of Arts and Letters, which elected him a member in 1975. Mr. Smith has also been an honorary consultant in American letters to the Library of Congress (1970–76), a Democratic member of the Vermont House of Representatives (1960–62), and poetry reviewer for *Harper's* (1961–65). In 1978, he was the first American to receive the Gold Medal of Labor from the Hungarian Government for his translations of Hungarian poetry. Professor emeritus of Hollins College, Mr. Smith was awarded the Golden Rose of the New England Poetry Society in 1980. He spent the first six months of last year as a Fulbright lecturer in Moscow and Belgrade.

Second Reference Exchange Stimulates Cooperation

The second annual Cooperative Reference Exchange was held at the Library of Congress on September 20–24. Twenty-six senior reference staff members and managers from 23 states, from Maine to Louisiana, and including several in the West and Midwest, attended this year's week-long orientation and introduction to the Library.

Conceived during the Fifth Assembly of State Librarians at the Library of Congress two and a half years ago, the Cooperative Reference Exchange was designed to develop closer ties between state library and Library of Congress reference staff and to provide a better understanding of how to gain access to the services and resources of the Library of Congress and state libraries. The whole group heard presentations on the Library's data bases, Government publications, the Congressional Research Service,

Ella Woodbury and Martha Gregory

1982 CRE Participants

Alabama, Judith Shepard
Arizona, Marianna Hancin
Connecticut, Barry Woods
Florida, Ella Woodbury
Georgia, Carol Goodson
Lucia Patrick
Iowa, Teresa Stangl
Kentucky, Brenda Fuller
Martha Gregory
Louisiana, Blanche Cretini
Maine, Mary Lou Cobb
Maryland, Diana Cunningham
New Hampshire, Stella Scheckter
New Jersey, Janet Tuerff
New York, Barbara Rice
North Carolina, Sue Farr
Ohio, Michael Lucas
Pennsylvania, Thomas Beddoes
Mirjana Tolmachev
Rhode Island, Frank Iacono
South Carolina, John Landrum
Tennessee, Fran Schell
Vermont, Sybil Brigham
Virginia, William Chamberlain
West Virginia, Karen Goff
Wisconsin, Virginia Potter

The *Library of Congress Information Bulletin* is issued weekly by the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin,* Information Office, Library of Congress, Washington, D.C. 20540.

Ellen Z. Hahn, chief of the General Reading Rooms Division and the coordinator of the Cooperative Reference Exchange, addresses the opening session on September 20.

Sue Farr and Lucia Patrick

Barry Woods, Frank Iacono, and Suzy Platt of the Congressional Reference Division, one of several Library staff members who addressed the CRE.

Stella Scheckter (in the background, looking at materials assembled for the CRE), Blanche Cretini, Michael Lucas, Mirjana Tolmachev, and Ellen Hahn

copyright, cooperative services, and preservation. During the remaining time, participants divided up to spend time on LC programs and services in which they had a special interest, such as law, local history and genealogy, reference correspondence, CRS satellite reference centers, and special collections divisions.

As with last year's exchange, a spirit of renewal, mutual respect, and genuine affection grew from shared Metro rides, meals taken together, and almost constant companionship for a whole week. As much as the specific things everyone learned, the personal acquaintances which were developed have broken down many perceived barriers between the Library of Congress and the state libraries.

Lecture, Concert Mark Haydn Anniversary

On Thursday and Friday evenings, December 2 and 3, the Library of Congress will complete its celebration of the 250th anniversary of the birth of Joseph Haydn with a lecture and concert. On Thursday evening, H. C. Robbins Landon, assisted by the members of the Amade Trio, will deliver a lecture entitled "Haydn and the Fortepiano," sponsored by the Louis Charles Elson Memorial Fund. On Friday, in a concert sponsored by the Gertrude Clarke Whittall Foundation, the Amade Trio will perform five of Haydn's compositions for the fortepiano, violin, and violoncello, on instruments typical of those used in the composer's time. Both events will begin at 8 p.m. in the Coolidge Auditorium.

The name of American musicologist H. C. Robbins Landon has been linked specifically with that of Joseph Haydn since the late 1940s, when he first published scholarly materials on Haydn and critical editions of his music. In 1949, he founded the Haydn Society, which planned a complete edition of Haydn's works. His research led to the publication in 1955 of *The Symphonies of Joseph Haydn*, a major study of those works as viewed in the context of Haydn's total output and in terms of the 18th century as a whole. A more recent landmark achievement by Mr. Landon is his five-volume work, *Haydn: Chronicle and Works* (1980), which received the Kinkledy Prize from the American Musicological Society and the Deems Taylor Award from ASCAP. Mr. Landon's research and critical editions have inspired the special study and new performances of many of Haydn's works, such as the masses and the operas.

In addition to his work as scholar and journalist, Mr. Landon has served on the music faculties at Queens College in New York City and at the University of California at Davis. He holds lifetime appointments at Middlebury College in Vermont and at the University of Cardiff, South Wales, where he is John Bird professor of music.

The three members of the Amade Trio—violinist Sonya Monosoff, cellist John Hsu, and fortepianist Malcolm Bilson—have all devoted many years to the study of 17th- and 18th-century music and instruments. They are the trio-in-residence at Cornell University and together have concentrated their efforts on the trio literature of Haydn, Mozart, and the young Beethoven. They play on instruments typical of those used in the late 18th century and apply to their performances early principles of bowing, articulation, vibrato, and ornamentation.

Sonya Monosoff's violin was made by Domenico Busan in Venice in 1745. It has been restored to 18th-century proportions by Fred Lindeman of Amsterdam. John Hsu's cello, ca. 1720, is attributed to Albani, of Tyrol, and was restored to the original proportions by William Monical of Staten Island, N.Y. Malcolm Bilson's fortepiano is based on the Anton Walter instrument owned by Mozart and was built in 1977 by Philip Belt of Pawcatuck, Conn. The original, built in the early 1780s, is currently housed in the Mozart Geburtshaus in Salzburg, Austria.

The program on December 3 will include the Trio in A major, H. XV:18; Trio in E flat major, H. XV:31; Trio in E minor, H. XV:12; Trio in F sharp minor, H. XV:26; and Trio in C major, H. XV:27. The concert will be broadcast on radio stations throughout the country by the Public Radio Cooperative under the auspices of the Katie and Walter Louchheim Fund.

Tickets to both programs are available, free of charge, by calling the Music Division, (202) 287–5502.

Library Visitors during September

From Abroad

Belgium—Paula Goosens, werkleider, Koninklyke Bibliotheek Albert I, Brussels.

Benin—Georges Timanty, director, American and Caribbean Section, Benin Ministry of Foreign Affairs and Cooperation, Cotonou.

Brazil—Vladimir Murtinnho, director, Diplomatic Academy of Brazil, Brasilia; Tilden Jose Santiago, president, Professional Journalists Union, Minas Gerais; Sylvio Tendler, documentary filmmaker and teacher, Catholic University, Rio de Janeiro.

Bulgaria—Christa Ilieva, economist, Ministry of Exchange, Sophia; Lyudmil Staikov, film director and secretary, International Filmmakers Union, Sophia.

Burundi—Onesime Kabayabaya, director, International Organizations and Affairs, Ministry of Foreign Affairs and Cooperation, Bujumbura.

Congo—Casimir Makambila, chief, Biological Science Department, Marien Ngouabi University, Brazzaville; Abel Mokono, section chief for North Africa Ministry of Foreign Affairs, Brazzaville.

England—Ian Crompton Bryan, assistant, Home Affairs Committee, House of Commons, London; Andre Richard Gren, clerk, Race Relations and Immigration Subcommittee, House of Commons, London; Donald William Limon, clerk, Financial, and Treasury and Civil Service Committees, House of Commons, London; Reginald Herbert Hobden, clerk, Environment Committee, House of Commons, London; David William Robson, assistant

clerk, Defense Committee, House of Commons, London; Roger Blakemore Sands, clerk, Committee of Scottish Affairs, House of Commons, London.

Federal Republic of Germany—Walter Manz, chief librarian, Central Library Nuclear Research Centre, Julich.

France—Paulette Perec, department of Prints and Photography, Bibliotheque Nationale, Paris; Arnaud Ramiere de Fortanier, archivist-in-chief, Marseille; Slavic Rozenfeld, systems analyst, International Serials Data System, Paris; Nancy Verdier, assistant professor, University du Maine, Sarthe.

Gabon—Jules Ogouebandja, director, Bureau of American Affairs, Ministry of Foreign Affairs and Cooperation.

The Gambia—Momadou Man B. Joof, commissioner, Western Division.

Ghana—Cletus Experience Kofi Kumado, lecturer in law, University of Ghana, Legon; Thomas Ward-Brew, lawyer, Accra.

Guinea—Ibrahima Cisse, managing editor, *Horoya*.

Hungary—Laszlo Muller, chief, research planning, Hungarian Academy of Sciences; Ferenc Ratkai, deputy minister, culture and education, Budapest; Istvan Szabo, filmmaker, Budapest.

India—Shitale Ashok, advocate, High Court of Indore.

Indonesia—Sutrisno Sulastin, dean, Faculty of Arts and Letters, Gadjah Nada University, Yogyakarta.

Israel—Mahomoud Rajab Ghanayim, writer and lecturer on Arabic literature; Jonathan Joel, deputy director, Jewish National and University Library, Jerusalem.

Italy—Arturo Colombo, professor, political science and social philosophy, University of Pavia; Alberto Sinigaglia, editor, *La Stampa*, Torino.

Ivory Coast—Patrice Anoh, assistant director for international cooperation, Ministry of Foreign Affairs.

Japan—Yasuo Furuya, professor, International Christian University, Tokyo; Shigeru Ishiwata, professor of economics, International Christian University, Tokyo; Shujiero Kato, assistant professor, comparative politics and political sociology, Kyoto Sangyo University; Yasuhiro Kobayashi, foreign news reporter, *Ashai Shinbun*, Tokyo.

Kenya—Kiraitu Murungi, advocate, High Court, Nairobi.

Korea—Yoon Chi-Oh, vice president and secretary general, Korean Culture and Arts Foundation, Seoul; John Hyun Choi, Financing Section, Sansung Construction Co., Seoul; Sheon-Oh Kim, chief, Gifts and Exchange Section, Central National Library, Seoul; Yong Ma, assistant manager, International Division, Sansung Co.; Young Huan Moon, manager, Cheil Textile Co.

Madagascar—R. Rajaobelison, head, services for promotion of culture, Ministry of Culture and Art.

Malaysia—Oli Mohaned, head, School of Library and Information Science, Mara Institute.

Mali—Amadou Daouda Diallo, secretary general, UNJM, youth wing of the UDPM party.

Mauritius—Seeneevassen Ponnusamy, second secretary, Ministry of External Affairs, Tourism and Emigration.

Mexico—Marguerita Gomez-Palacio, director, Special Education, Ministry of Education.

Morocco—Abderrahman Bouri and Zhor Lazraq-Bouri, secretary general, Minister of Public Works, Rabat.

New Zealand—Janet Horncy, Alexander Turnbull Library, Wellington; Phillip Osborne, editor, *Star*, Christchurch.

Nigeria—Samuel Adebolu Oyewole, bank instructor, First Bank of Nigeria Ltd., Lagos; Babatundi Thompson, senior editorial writer and member, Editorial Board, *Daily Times*.

Pakistan—Saleem Baig, special correspondent, the Associated Press, Lahore.

Philippines—Constantia Basilio, reference librarian, USIS, Cultural Center, Manila.

Poland—Marian Adamus, rector, Higher School of Education, Opole; Wladyslas Balicki, associate professor, Institute of Polish Economy, Poznan Academy; Witold Orzechowski, film director, Zespol Filmowy Silesia, Warsaw; Andrzej Ziebinski, artistic and managing director, Popularny Theater, and secretary general, International Theater Institute, Warsaw.

Romania—Febrian Nichifor, composer and teacher of cello, Bucharest.

Rwanda—Etienne Sengegera, director, bilateral relations, Ministry of Foreign Affairs and Cooperation, Kigali.

Senegal—Samba Ba, principal advisor to the Information Minister, Dakar; Silcarneyni Gueye, deputy director for Political and Cultural Affairs.

Somalia—Abdi Awaleh Jama, director, Department of Education and Culture, Ministry of Foreign Affairs, Mogadishu.

South Africa—Alison Garlick, reference librarian, South African Library, Capetown; N. Van Deventer, vice president, South African Council for Science and Industrial Research; Anthony Hooper, head librarian, University of Capetown; A. J. Van der Mereve, chief inspector, special schools for the handicapped, Department of Education and Training, Pretoria.

Spain—Association of Librarians of Catalonia, Barcelona.

Sir Lanka—Karthigesu Indrapala, professor of

history, University of Jaffna; A. R. A. Nooramin, librarian, Jamia Nalimia School, Beruwala.

Swaziland—David Sibandze, secretary general, Swaziland Sports Council.

Sweden—Tineke Noordhoff, head of procurement and acquisitions, Public Library of Grongen.

Switzerland—Rene Bernhard, reference librarian, Zurich University and State Library; Hubert Villard, librarian and Rebus network coordinator, Lausanne.

Syria—Daad Hakim, director, National Archives, Damascus.

Tanzania—Gaudios Tibakweitira, principal secretary, Ministry of Information and Culture, Dar es Salaam.

Thailand—Siahoo Patya, professor of anthropology, Choolalongkorn University, Bangkok.

Togo—Aboudou Toure Cheaka, cabinet director, Foreign Ministry, Lome.

Tunisia—Sadok Chaabane, Faculty of Law, University of Tunisia.

Turkey—Mehet Dulger, general director, Tercuman, Istanbul.

Venezuela—Nelson Jose Chitty, secretary, Copei Party Delegation to the National Congress; Francisco Pulio, director, University Press, University of the Andes, Merida; Mario Tepedino, member, Commission of Advisors on Foreign Relations.

Yugoslavia—Stanija Gligorijevic, director, Belgrade Library; Smiljana Naumovic, administrative assistant to the president, Serbian Academy, Belgrade; Teodor Olic, assistant secretary for information, Federal Assembly; Marijan Suskovski, senior curator, Gallery of Contemporary Art, Zagreb; Danielo Turk, member, Executive Committee, Social Alliance of Working People.

Zaire—Mankete Luzayamo, foreign affairs editor, *Elima;* Pasinya Monsengwo, professor of British studies, Pontifical College Rome, Kisangani; Payana Fumu Yezi, professor of comparative and international law.

Taiwan—Burt King (Ling Chin), professor and chairman, Department of Western Languages and Literature, National Chengchi University, Taipei; I-min Tong, trade specialist, Board of Foreign Trade, Ministry of Economic Affairs.

News in the Library World

Processing Services Plans for San Antonio

In June 1975, at the ALA Annual Conference, Processing Services of the Library of Congress began to make available a hotel suite for the purpose of bringing interested librarians together with technical staff of the Library during ALA meetings. Since then at each Midwinter Meeting and Annual Conference, many librarians have visited the Library of Congress suite and have expressed much satisfaction with this arrangement for exchanging views informally.

The Library's suite for the next Midwinter Meeting will be in the Hyatt Regency San Antonio on January 8–12, 1983. Processing Services staff members will be present to discuss programs and activities in such areas as acquisitions, descriptive and subject cataloging, automation, distribution of bibliographic services, cooperative arrangements with other libraries, and so on. Conferees at the Midwinter Meeting will find copies of the suite schedule, with the suite number in the hotel and the names of staff members and the times they are available, at the Library of Congress booth in the exhibits area. Copies will also be distributed at meetings related to processing activities. Anyone who does not receive one of these schedules early during the Midwinter Meeting can telephone the hotel suite, which will be registered under the name of Joseph H. Howard, Assistant Librarian for Processing Services, for the suite number.

Patricia R. Harris Appointed Z39 Director

The Council of National Library and Information Association (CNLIA) Secretariat for American National Standards Committee Z39, Library and Information Sciences and Related Publishing Practices, has appointed Patricia R. Harris as the Z39 executive director. She assumed her duties in the Z39 office at the National Bureau of Standards in Gaithersburg, Md., in mid-November.

Ms. Harris holds a master's degree in library science from the University of North Carolina. She has served as research assistant in the Office of Libraries and Learning Technologies, U.S. Department of Education, as assistant to the executive director and assistant to the director of the ALA Office for Intellectual Freedom, and as assistant reference librarian at Princeton University. Her consulting assignments have included a study of the impact of the proposed termination of the Federal library programs for the Washington Office of the American Library Association, development of a teleconference on library marketing and coordination of a colloquium "Information Agenda for the 1980s" for ALA, a report on a standard library identifier for the Council on Library Resources, and development of a membership promotion campaign for the Metropolitan Washington (D.C.) Library Council.

November 19, 1982

STAFF NEWS

Philatelic Club Offers First Day Envelope for Stravinsky Stamp

The Library of Congress WRA Philatelic Club will be offering special first-day envelopes for sale in conjunction with the issuance of a U.S. postage stamp on November 18 honoring composer Igor Stravinsky (1882–1971). The cachet on the envelope reproduces the first page of Stravinsky's manuscript for the ballet *Apollon-Musagetes,* which was commissioned by the Library's Elizabeth Sprague Coolidge Foundation. The ballet was first performed at the Library on April 27, 1928, during the Third Festival of Chamber Music. It was directed and danced by Adolph Bolm, with Ruth Page in the part of Terpsichore. Members of the Philadelphia Symphony Orchestra, conducted by Hans Kindler, accompanied the performance. The holograph itself is in the Music Division's manuscript collections.

Orders for the envelopes, which sell for $1 each, should be sent to the Library of Congress, WRA Philatelic Club, Attn: Gary McCone, Processing Services, Washington, D.C. 20540, tel. (202) 287–5795. Orders must be prepaid and should include a stamped, self-addressed envelope. Checks should be made payable to the "Library of Congress Philatelic Club."

Fifth Administrative Detail Program Set for Next Spring

The fifth administrative detail program will be held between February 28 and May 27, 1983, and applications will be accepted in the Women's Program Office (LM 603) through December 10. The number of detail opportunities has increased again this year, and 21 will be offered in the following departments: Office of The Librarian (two), Office of the Associate Librarian for Management (seven), Office of the Associate Librarian for National Programs (two), Congressional Research Service (two), Copyright Office (three), Law Library (one), Processing Services (one), and Research Services (three).

The administrative detail program was developed as an affirmative action effort to encourage interest among women and minority staff members in administrative and managerial work. The program enables staff members to spend 90 days working with participating managers as a career development exercise to demonstrate and evaluate their interest in and potential for administrative work.

Application and selection procedures for the program are detailed in Special Announcement 82–64 issued on November 8. Interested staff members should consult that announcement for eligibility criteria and other information. Additional copies of the announcement can be obtained in the Women's Program Office.

Doria Beachell, James Walker Join Federal Library Committee

Doria M. Beachell joined the Federal Library Committee (FLC) as a network librarian on October 25. Ms. Beachell was previously a supervisor of the Compliance Records Unit of the Copyright Office, where she oversaw the cataloging of copyright deposits. Her prior professional experience includes supervisor of the Catalog Maintenance Unit, National Union Catalog Control Section; extension loans librarian at the University of Illinois Library; and positions at the State Library of Florida and the University of Delaware Library.

Ms. Beachell received a bachelor of arts degree in art history from the University of Delaware Library in 1970 and a master's degree in library science from the University of Illinois Library at Urbana-Champaign in 1977.

She is a member of ALA's Reference and Adult Services Division, Resources and Technical Services Division, and Federal Librarians Round Table, and the District of Columbia Library Association.

James E. Walker joined FLC as a FEDLINK computer programmer analyst on September 7. Mr. Walker began his career in computer science in 1972 while serving with the U.S. Air Force. At Grissom AFB, Inc., he was a systems monitor and a computer operator. At HQ Strategic Air Command, Offutt Air Force Base in Nebraska, he was the manager of a large-scale IBM Computer System. After attending several military sponsored computer programming courses, Mr. Walker was assigned programmer analyst duties in April 1976.

Marguerite Jackson Earns 25-Year Pin

On Friday, October 15, Marguerite Jackson, order librarian in the Order Division, was presented a 25-year Federal Service Award pin by Joseph H. Howard, Assistant Librarian for Processing Services.

Except for the first four years, all of Ms. Jackson's Federal service has been performed at the Library of Congress. Ms. Jackson joined the Library staff in 1961 and worked in the Cyrillic Project and then the Aerospace Technology Division until she took her first job in 1966 as an operations clerk in the Service Section in the Order Division. Since that time, Ms. Jackson has progressed through successively more responsible positions in the Order Division. She achieved her current status as an order librarian in the Special Order Section in 1973.

Ms. Jackson was awarded her 25-year pin at a brief ceremony in Mr. Howard's office. Also present on the occasion were Robert Sullivan, chief of the Order Division; Jennifer Magnus, assistant chief; and Susan Tarr, assistant to the executive officer.

Roger Trienens Marks 25 Years

Roger J. Trienens, rare book cataloger in the Special Materials Cataloging Division, was presented a 25-year Federal Service Award pin on October 25 by Joseph H. Howard, Assistant Librarian for Processing Services, during a brief ceremony attended by David A. Smith, division chief, and Mary S. Townsend, executive assistant, Processing Services.

Mr. Trienens, a native of Chicago, Ill., earned his bachelor's, master's, and doctoral degrees in English literature from Northwestern University in 1947, 1948, and 1951, respectively. He subsequently earned a master of arts degree in library science in 1953 from the University of Michigan. After serving as a reference librarian at the Free Library of Philadelphia for four years, Mr. Trienens began his Federal career in 1957 as a rare book cataloger in the History of Medicine Division at the National Library of Medicine. He came to the Library of Congress in 1962 as a reference librarian and supervisor of the reading room in the Rare Book Division, Research Services. In 1966 Mr. Trienens assumed his present position as a rare book cataloger in the Descriptive Cataloging Division. In 1981 this position was moved to the newly organized Special Materials Cataloging Division. Throughout his career at the Library, Mr. Trienens has received many outstanding performance ratings.

Among his publications are *Copyright Deposit Title Pages of American Medical Books, 1790–1820* (1965), reprinted from the *Journal of the History of Medicine and Allied Sciences*, and *Pioneer imprints from Fifty States* (1973).

Staff Activities

On October 14, **Richard Evensen,** project coordinator, National Library Service for the Blind and Physically Handicapped (NLS/BPH), spoke to 75 persons attending the Rocky Mountain Chapter of the American Association of Workers for the Blind meeting in Salt Lake City, Utah. Joining with four others covering various aspects of technology and blind people, Mr. Evensen spoke about the recent international braille codes conference at NLS, cassette braille evaluation conducted by NLS, the development of a fast braille embosser, and closed with descriptions of two new playback machines now in production: the combination disc-cassette player and the cassette player with simplified controls for patrons who are not familiar with such equipment. The Rocky Mountain Chapter draws members from several states and Canadian provinces in the Far West.

Andrea Morris Gruhl, Exchange and Gift Division, addressed the Maryland Library Association Trustee Division at their Annual Workshop in Annapolis on November 13. She spoke on "The History of the Maryland Library Association: The Importance of a State's Library Association to Its Citizens." Mrs. Gruhl was installed as president of the Trustee Division at MLA's annual conference. She also represented Maryland's trustees at ALA's Annual Conference.

Samuel Iftikhar of the Asian Division chaired a symposium on "Islam and the Challenge of Communism," held at the University of Pittsburgh on October 24. The symposium was sponsored by the South Asian Muslim Studies Association, of which Dr. Iftikhar is the president. In the president's address, he presented a contrast between the guiding principles of the Islamic and Communist ideologies.

Dr. Iftikhar also presented a research paper on "South Asian Christians: Contributions, Impact and Challenges" at the 11th Annual Meeting of the Association for Asian Studies (Mid-Atlantic Region) held on October 23 at the University of Pittsburgh.

George J. Kovtun, area specialist for Czechoslovakia and Eastern Europe in the European Division, attended the 11th World Congress of the Czechoslovak Society of Arts and Sciences held in Pittsburgh, Pa., on October 29–31. Mr. Kovtun was the moderator of a panel entitled "The Present Status of Czech Literature at Home and Abroad," which afforded the opportunity for discussion between authors and their readers. Among the prominent participants were the Czech authors Josef Škvorecký and Arnošt Lustig.

Elizabeth F. Stroup, director for general reference, Research Services, and Sara Fine of the University of Pittsburgh School of Library and

Information Sciences, conducted a workshop on "Reference Performance and Evaluation: A Communication Perspective" on October 29 in Greensboro, N.C. Over 100 librarians from academic, public, and special libraries participated in the one-day workshop, which was sponsored by the Reference and Adult Services Section of the North Carolina Library Association.

ARL Management Trainees Spend Week at Library

For one week beginning September 16, the Library of Congress was host to five librarians who were in training to become management consultants. They were attending the Consultation Skills Workshop organized by the Office of Management Studies at the Association of Research Libraries. The five were Patricia L. Bril, chair, Department of Readers Services, California State University, Fullerton; Shirley Hallblade, director, Management Library, Vanderbilt University; Ellen Hoffmann, assistant director for public services, York University; Paul E. Peters, systems development coordinator, Columbia University; and David S. Zeidberg, curator of special collections, George Washington University.

The Library was one of three sites in Washington, D.C., visited by the five-person team for the training practicum, which included most of the second week of the two-week program. The topic investigated by the team at the Library was communication between the Library's Automated Systems Office (ASO) and its Library customers (five of the departments). The team spoke to 21 key staff members both inside and outside ASO and studied numerous documents. In general, the team found good communication patterns but had several recommendations which are being considered to decide whether they are practical and would actually offer improvements.

Personnel Changes

Appointments: Barton French, MARC monograph verifier, GS–9, MARC Ed, 20459; Terry Luckett, elevator operator/check attendant, WG–2, Bldgs, 20565; Helen Sharretts-Sullivan, assistant legal adviser, GS–12, Pers, 20224.

Temporary Appointments: Angela Allen, library aid, GS–1, CMP, NP; Alicia Greenidge, clerk messenger, GS–3, CRS ARS, NP; Anthony Jones, library aid, GS–1, CRS L, NP; Robert Kaper, editor, GS–7, Publ, 20436; Angela Snell, library aid, GS–1, CRS L, NP.

Reappointment: Patricia Van Ryn, MARC monograph verifier, GS–9, MARC Ed, 20459.

Resignations: Terri Acker, Cop Acq & Proc; Karen Beall, P&P; Jeanette Davis, Photodup; Clemonce DuVall, Sci; Robert Josias, Photodup; Leslie Russ, CRS L.

Correction: The name of Mary Jordan should not have appeared in the "Resignations" section of this column in the October 15 LC *Information Bulletin.*

Birth Announcement

Nanette and John Gibbs are the parents of a daughter, Diana Marie, born on September 12. Mr. Gibbs is a descriptive cataloger in the Descriptive Cataloging Division, and Mrs. Gibbs is a reference librarian in the Congressional Reference Division.

Coming Events

Tuesday, November 30

The Library will hold a Health Benefits Fair for staff members interested in the various insurance plans available to them during Open Season. Plan representatives will be present to answer questions and distribute information. (See related article in last week's LC *Information Bulletin.*) In the Assembly Room from 11 a.m. to 2 p.m.

Wednesday, December 1

The Daniel A. P. Murray Afro-American Culture Association will present a program entitled "The Evident and Revolutionary Second Generation" with internationally known artist, Sam Gilliam, who will discuss how black artists of the sixties have influenced contemporary art. In the Assembly Room (LM 649) at 12 noon.

Madeline Malthête-Méliès, granddaughter of French pioneer George Méliès, will present a program of short Méliès films made between 1896 and 1911, with piano accompaniment. In the Assembly Room at 8 p.m. No tickets are required.

Thursday, December 2

H. C. Robbins Landon will lecture on "Haydn and the Fortepiano" and will be assisted by the Amade Trio. Tickets are available by calling the music Division on ext. 75502. In the Coolidge Auditorium at 8 p.m.

Friday, December 3

The Amade Trio will perform five Haydn trios. Tickets are available by calling the Music Division on ext. 75502. In the Coolidge Auditorium at 8 p.m.

Tuesday, December 7

"Army Brat: A Dramatic Narrative for Three Voices," based on a memoir by William Jay Smith, will be performed by Mr. Smith, Helen Carey, and Stanley Anderson. Tickets are available by calling the Poetry Office on ext. 75394. In the Coolidge Auditorium at 8 p.m.

Friday, December 10

Carolyn Schultz will demonstrate traditional English wheat weaving, including corn dollies and other decorative items which mark harvest time in England. In the Assembly Room at 12 noon. No tickets are required.

Violinist Takaya Urakawa and pianist Frank Rupp will perform works by Mendelssohn, Bartók, Kreisler, and Hirose. A limited number of tickets will be distributed free to staff members through the WRA Office (LJ G100) beginning the preceding Friday. Tickets are also distributed through the Washington Performing Arts Society box office, 1330 G St. N.W., beginning at 8:30 a.m. on the Monday before the concert. In the Coolidge Auditorium at 8 p.m.

Monday, December 13

The Library of Congress Employee Art Show opens. On view on the sixth floor of the Madison Building through January 9.

APPENDIX

Affirmative Action at the Library of Congress
A Historical Overview, 1973–1982

The Library has adopted a multiyear Affirmative Action Plan for fiscal years 1983–85. The plan was developed by a management affirmative action working group consisting of departmental, personnel, and EEO officials and was negotiated with appropriate labor organizations. Planning focused on a work force utilization analysis, which was prepared under the direction of the Women's Program Office and is a major component in the affirmative action planning process suggested in guidelines of the Equal Employment Opportunity Commission (EEOC).

The EEOC does not have jurisdictional responsibility for oversight of Library of Congress programs. This voluntary adoption of the concepts integral to the guidelines will contribute to making the Library planning process consistent with other Federal efforts and is intended to enable the Library to utilize its resources more effectively. The methodology described in the EEOC guidelines and adopted by the Library will be discussed in a future issue of the LC *Information Bulletin*.

Part I.
1973–1982
Affirmative Action at the Library of Congress

Shortly after the passage of the Civil Rights Act of 1964, and eight years before the Library of Congress came under its provisions, the Library voluntarily organized a group of senior employees into a Fair Employment Practices Committee for the purpose of ascertaining and advising the Library on problems of race and sex discrimination in its employment practices. In 1973, immediately after the passage of the Equal Employment Act of 1972, which extended the protections of the Civil Rights Act of 1964 to Government employees (including those at the Library of Congress), the Library established an affirmative action program and a program for hearing and resolving complaints of discrimination. This part of the report focuses on the objectives, activities, and achievements of the Library's affirmative action program for the years 1973–82.

The Library's affirmative action program for this decade could be summarized under three headings: Validation of Personnel Procedures; Education, Training, and Development of Employees; and Job Placement of Employees. The affirmative action program also included a variety of activities in support of these three main components. Each of the main thrusts and support activities is described below.

Validation of Personnel Procedures

One of the first objectives of the affirmative action program was the investigation of the Library's personnel procedures to make sure they were valid. This effort was initiated in June 1974 when the Library contracted with a psychological research firm to evaluate all employment tests used by the Library for objectivity and validity. The firm found that 28 employment tests were being used, 24 of which were determined to be nonobjective. Shortly upon receiving this finding, The Librarian of Congress suspended all 24 tests found to be nonobjective and directed that they should not be used until corrected. The Library then hired a professional personnel psychologist on the staff of the Affirmative Action Office who validated two of the suspended tests and assumed technical direction of the Library validation program.

In a second effort of the validation program, the Library contracted with a research psychologist for the purpose of evaluating Library qualifications requirements for job relatedness. In this study 2,578 vacancy announcements were analyzed in terms of education or experience requirements at various grade levels to determine and measure consistency of requirements. As a result of the findings of this study, the Library instituted procedures which led to the current system which insures that qualifications requirements used for filling positions are consistently used for similar positions at different times and in different parts of the Library organization.

The Library's next effort in the area of validation was in the form of a contracted study and validation of the job qualifications for three Library positions (descriptive cataloger, subject cataloger, and reference librarian). This study was completed and reported in March 1976, giving the Library an accurate description of what incumbents of these positions actually do and amounts of education and experience required to satisfactorily perform the tasks. Various improvements in the Library's personnel qualifications requirements were made as a result of this study including more systematic use of substitutions of experience for education for vacancies in the three categories studied. The following table, based on 1980 data, demonstrates the impact of this substitution policy on librarian positions. It should be

Breakdown of LC Employees in 1410 (Librarian) Series by Race and Education

Race	Total Number	Percent	Number Having Master's Degree or in Excess of Master's Degree	Percent	Number Not Having Master's Degree	Percent	Total Percent	Number With MLS	Percent
Black	142	13.5 [1]	45	31.7	97	68.3	100	37	7.7
Hispanic	14	1.3	11	78.6	3	21.4	100	5	1.0
American Indian	0	0.0	0	.0	0	.0	100	0	.0
Asian	88	8.4 [2]	73	83.0	15	17.0	100	42	8.8
White	809	76.8	559	69.1	250	30.9	100	396	82.5
	1,053	100%	688	65.3	365	34.7%	100%	480	100%

[1] The national professional librarian work force is approximately 6½ percent black (*American Libraries*, February 1978, page 81). See page 6 of text.

[2] Figures add up to 23.2 percent. The average overall percentage of minority professional librarians in 83 research libraries is approximately 9 percent. (*ARL* Salary Survey, 1976–1977). See page 6 of text.

noted that minorities constitute 23.2 percent of librarians in the Library of Congress while they constitute approximately nine percent in the 83 research libraries which are members of the Association of Research Libraries.

In September 1980, the Library awarded a major contract to a personnel research organization for the validation and development of valid selection procedures for five Library occupational series. In September 1981, the contract was amended to include an additional five series. These 10 occupational series translated into more than 1,760 positions.

Education, Training, and Development of Employees

The Equal Employment Act of 1972 states that one goal of agencies' affirmative action programs should be to train employees so "they may perform at their highest potential." This directive underpins a significant portion of the Library's affirmative action program beginning in 1973 and continuing to the present.

In 1973, the Library initiated the tuition support program under which any lower grade employee who wished to extend his or her education during evening study could apply and have the Library pay his or her tuition and book expenses (up to $800 per year initially, later raised to $1,200 per year). The program, in this form, continued until fiscal year 1981 when it was replaced by the affirmative action fellowship program. Under the latter program, still in effect, employees are required to compete for fellowships that pay tuition and book expenses up to $1,200 per year for study in job categories that are required by the Library and in which minorities and women in the current Library work force are underrepresented. Concurrently with the tuition support/affirmative action fellowship program, the Library instituted a management fellowship program for fiscal years 1979 and 1980 designed specifically to increase the number of qualified minorities and women for management positions by subsidizing their study for master's degrees in management and supervision.

During the years 1973 to 1980, a total of 1,804 employees participated in the tuition support program at a cost to the Library of $478,778. During fiscal years 1979 and 1980, the Library granted 71 management fellowships at a cost of $31,170. At the end of the first year, 24 employees completed the graduate course and received master's degrees in management and supervision and, by the end of the second year, the total completing the degree requirements rose to 52. Affirmative action fellowships were awarded for two years (fiscal 1981 and 1982) to 84 employees with an eventual potential cost of $200,000, and 16 single year fellowships were awarded in fiscal 1982.

Job Placement of Employees

In 1974, the Library determined that an important part of an affirmative action program must include providing job placement and advancement opportunities to employees who would not ordinarily receive them in normal competition for such positions. The Library therefore devised a program whereby employees who could not meet the regularly posted qualifications requirements for vacant positions would nevertheless be competitively selected for training, appraisal after performance on the job, and promotion if performance and appraisal warranted. The program was called "TAP," for Training, Appraisal, and Promotion. The TAP program was initiated in 1974 and continued until 1980 when it was replaced by the career bridges placement pro-

gram in fiscal year 1981. The career bridges program is similar to TAP except that it focuses only on professional positions in which women and minorities are underrepresented (while the TAP program included positions across the board).

During the six year life of the TAP program, approximately 160 employees were selected, trained, appraised, and promoted in a varied number of positions (special police, library technician, copyright cataloger, research analyst, technical information specialist, librarian, computer programmer, information specialist, and so on). About 35 percent of these opportunities involved selecting employees from nonprofessional job series and training, appraising, and promoting them into professional job series positions.

The career bridges job placement program was instituted in fiscal 1981 for positions in the following series: computer science, copyright specialist, librarian, social science analyst, technical information specialist, and attorney. During fiscal 1981, the Library posted and awarded eight positions in this program.

Other Affirmative Action Activities

The Library selected 18 graduate students from eight local universities to participate in the fiscal 1982 graduate cooperative education program, which was initiated in fiscal 1980. Participating universities were Howard University, the University of Maryland, George Washington University, Boston University, Bowie State University, Western Carolina University, Morgan State University, and the University of the District of Columbia. In addition to their work experiences in the department of assignments, the participating graduate students attended a series of seminars on the missions and operations of the Library's departments presented by department directors and other department officials.

During this decade, the Library's affirmative action program initiated many other activities, mostly of a support nature to the three main objectives covered above, at a relatively high degree of effectiveness. To keep employees informed of the program, the Affirmative Action Office conducted a survey of approximately 2,000 employees in 1974 to determine their levels of knowledge about the program, how they received their information, and what additional information they desired. The office also initiated the publication of the *Affirmative Action Newsletter* in 1974 and regularly publicizes the benefits and results of the program. The office developed a tape-slide presentation about the program that was shown to 1,300 employees in question-and-answer sessions conducted by the coordinator of the Affirmative Action Office. The Affirmative Action Office has sponsored a series of career development seminars and management development workshops in which outside experts have been brought to the Library for courses in effective communication, management assessment, counseling, career development, and organization planning.

Part II: Affirmative Action Efforts of the Women's Program at the Library of Congress A Summary Report

The Library of Congress women's program was initiated in 1971, when the first of three staff members was appointed to a two-year term as the agency's collateral duty Federal women's program coordinator. In 1974, a committee of volunteer staff members was organized to assist the coordinator in the work of the program. One of the committee's recommendations was to establish a Women's Program Office and appoint a full-time officer, placed high in the organizational structure at a grade level indicating the importance the institution placed on the program. That recommendation was adopted, the Women's Program Office was established, and a women's program officer was selected in the fall of 1976. She serves as an affirmative action officer, placing special emphasis on the concerns of women staff members and applicants, and works with the affirmative action programs coordinator in the development, negotiation, and implementation of the affirmative action plan of the Library.

Owing largely to support from the Library's top management, and the contributions of more than 80 staff members of many races and ethnic backgrounds, both sexes, all ages, and many occupations who have served on the committee since its inception, the Library of Congress women's program is widely recognized for its leadership in the Federal women's program. Its committee organization is the model used in the Office of Personnel Management (OPM) document, *Handbook for Federal Women's Program Managers.* Several of its information papers have been circulated nationally by OPM for use in Federal women's programs elsewhere. A number of programs sponsored by the Library have been featured in publications of OPM and the White House. A program on "Bringing Dead Ends Back to Life" was recommended to President Carter in late 1980 as one of the seven most successful among Federal women's program activities.

Soon after the Women's Program Office was established in 1976, a comprehensive statistical analysis was performed to determine the status of women

at the Library. The study revealed, among other things, a dramatic drop in the representation of women at the middle grade levels. An earlier study prepared by the women's program committee comparing, by sex, the present grades and occupations of former special recruit or intern program participants had shown that the difference in average grade in favor of men narrowed in the intern classes that entered the Library most recently. In fact, the difference decreased from a 3.2 grade difference for the classes of 1949–50, to a 1.4 grade difference for classes entering between 1956 and 1960. It also showed, however, that men were more likely than women to become supervisors, and supervisory jobs tend to lead eventually to more responsibility and higher grades.

As a result of these findings, the administrative detail program was designed to identify qualified women and minority staff members who were interested in career advancement, possibly into supervisory jobs. The purpose of the program was to give staff members with little, if any, prior management or administrative experience a 90-day opportunity to work with Library managers to test their interest in and ability to do administrative or managerial work. The program has been extremely successful. Five programs have been initiated, and each year the competition has been keen for staff selection. Evaluations have shown that the program is popular with the Library managers who participate as detail supervisors as well as the detail participants. There were nine detail opportunities available the first year, nine the second year, 12 the third year, and 17 this year, and 21 are planned for 1983.

The Women's Program Advisory Committee recently polled the 18 participants of the first two programs. The 15 responses indicated that seven people had changed jobs since their administrative details. Five of these staff members believed that the program helped them win their promotion. The poll also indicated that the participants experienced increased motivation and self-confidence as a result of the program, helped them develop personal and professional networks, and increased their understanding of management problems.

Among other types of activities developed by the Women's Program were a breast cancer detection program cosponsored with the Health Services Office; a six-part career development program, which featured Library of Congress personnel staff and reached more than 300 staff members; and sessions entitled "LC Women Managers Speak Out!" and "Women Around the World," which made use of the Library's diverse staff by having staff members from different parts of the world describe the cultural conditioning of girls and women in their native lands.

The women's program sponsored three sessions of a career development seminar, "Women on the Way Up in Government," for which a total of 60 staff members successfully competed to participate. The workshop was designed for women in the Federal Government interested in improving individual performance and assessing managerial skills. The nationally acclaimed program "Bringing Dead Ends Back to Life" presented Library staff members who changed fields, on their own, or through participation in affirmative action programs at the Library and who found job satisfaction and often better pay in their new jobs. It was held at a time when the only new jobs anticipated were wage board jobs needed for the opening of the Madison Building, and salary comparisons were made between general schedule and wage board and similar jobs. This program drew about 500 staff members from the lower grades.

The women's program has developed for staff distribution fact sheets on such topics as the Library's cancer screening program for women, an annual list of day care facilities within walking distance of the Library's Capitol Hill buildings, a guide to personnel offices, sources at the Library of Congress for help with stress related problems, a guide to Library of Congress policy on leave for maternity reasons, and a resource list for battered women.

In addition to the recommendation to establish a Women's Program Office, the women's program successfully recommended the revision of a maternity leave regulation, the liberalization of a regulation on the employment of relatives, and the adoption of a personnel policy against sexual harassment.

In addition, the Library adopted a women's program recommendation to increase opportunities for part-time work in the agency in 1977, before the Congress enacted the Part-Time Career Opportunity Act. One aspect of the Library policy was to encourage part-time work opportunities at all grade levels, not just the lower grades. A recent analysis of changes in the permanent part-time work force since 1975 reveals several items of interest: the number of permanent part-time staff has increased 20 percent from 115 to 139, the proportion of women in these positions has increased from 51.3 percent in 1975 to 77 percent in 1981, and the proportion of staff at grades GS-8 and below has decreased since 1977 from 63.2 percent to 45.3 percent in 1981, indicating success in distributing the jobs throughout the range of grades.

The 1977 statistical study mentioned above identified a number of major problems regarding the status of women at the Library, but also found that

in terms of the representation of women by grade level, the Library did twice as well as the rest of the Federal Government in grades GS–7 through 12 (52.4 percent women at the Library of Congress compared with 26.8 percent for the entire Federal Government), and five times better at grades GS–13 through 18 (24.9 percent compared to the Government total of 5.1 percent). The report was updated in 1978, 1979, and 1980.

The proportion of women in certain managerial positions over the past few years, has increased dramatically (indicated below). The most striking increases are for division chiefs (up from 16 to 30 percent, between 1977 and 1980), assistant chiefs (an increase from 20 to 31 percent), and executive officers, who are the chief administrative officers in each department. No women had held this position in recent years, but in 1981 two of the eight executive officers were women. Since the chart was developed, another woman has been named executive officer.

A recent report of the American Library Association Office for Library Personnel Resources, "The Racial, Ethnic and Sexual Composition of Library Staff in Academic and Public Libraries," enabled the Library to produce a table (below) showing that the Library has a favorable record compared with these other library groups in terms of the employment of black males, black females, Hispanic males, Asian American/Pacific Islander males and females, and a less favorable record for white and Hispanic females, and American Indian or Alaskan natives of either sex.

A second table (p. 388) compares the 1980 work force composition by sex and minority status of full-time Federal employees nationwide, in the D.C. SMSA, and at the Library of Congress.

Women in Management in the Library of Congress
1977–1981

	1977		1978		1979		1980		1981	
	#	%F	#	%F	#	%F	#	%F	#	%F
Department Head	7	14	7	29	8	25	8	13	8	13
Deputy Dept. Head or Equivalent [1]	13	23	21	14	29	24	20	25	23	35
Division Chief	13	16	79	29	95	31	92	31	94	30
Assistant Chief	56	20	62	26	62	27	53	28	51	31
Section Head	–	–	216	39	260	48	270	44	261	45
Executive Officer	–	–	–	–	–	–	8	13	8	25

[1] As defined by the departments when asked for "Directors of Department Functions, Assistant or Associate Departments Heads."

Protected Classes as a Percentage of Professional Librarians

	White	*Black*		*Hispanic*		*AA/PI*		*AI/AN*	
	Females	*Males*	*Females*	*Males*	*Females*	*Males*	*Females*	*Males*	*Females*
Library of Congress [1]	37.4	4.2	8.5	0.8	0.5	4.0	4.7	0.0	0.0
Public Libraries [2]	68.6	1.2	5.8	0.6	1.2	0.6	2.8	0.0	0.2
Academic Libraries [2]	55.1	1.0	3.0	0.6	1.0	2.0	3.0	0.1	0.1
Public and Academic Libraries (Combined) [2]	63.2	1.1	4.7	0.6	1.1	1.1	2.9	0.1	0.1

[1] Full- and part-time staff in 1410 series as of October 1, 1980.

[2] Professional library staff as of January 1980, as defined in American Library Association, Office for Library Personnel Resources. "The Racial, Ethnic, and Sexual Composition of Library Staff in Academic and Public Libraries." Chicago: 1981.

Work Force Composition by Sex and Minority Status of Full-Time Federal Employees, Nationwide, in D.C. SMSA, and at the Library of Congress [1]
1980

	Total						*Non-Minority*						*Minority* [2]					
	National [3]		DC–SMSA [4]		LC [5]		National		DC–SMSA		LC		National		DC–SMSA		LC	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
All	67.7	32.9	56.2	43.8	49.6	50.4	53.5	22.9	42.2	25.3	32.6	26.7	13.6	10.0	14.0	18.5	17.0	23.7
BLUE COLLAR	91.7	8.3	82.7	17.3	73.2	26.8	65.5	3.8	37.3	2.0	16.5	0.3	26.2	4.5	45.4	15.3	56.8	26.5
WHITE COLLAR	61.2	38.9	53.2	46.8	46.9	53.1	50.7	27.6	42.7	27.9	34.3	28.7	10.5	11.3	10.5	18.9	12.6	24.4
Professional	76.1	23.9	79.5	20.5	54.9	45.1	69.2	19.1	72.0	15.9	47.2	33.9	6.9	4.8	7.5	4.6	7.7	11.2
Administrative	73.7	26.3	67.1	32.9	57.8	42.2	65.2	20.6	58.3	24.1	49.8	31.5	8.5	5.7	8.8	8.7	8.0	10.9
Technical	56.9	43.1	43.0	57.0	43.4	56.6	45.9	28.8	29.0	29.5	22.3	20.8	11.0	14.3	14.0	27.5	21.1	35.7
Clerical	49.0	51.0	19.6	80.4	22.3	77.7	36.9	35.2	8.9	42.3	10.0	30.0	12.1	15.8	10.7	38.0	12.4	47.7
Other [6]	90.4	9.4	90.5	9.5	92.0	8.0	66.0	5.5	45.1	4.6	27.3	2.6	24.6	3.9	45.4	4.9	64.6	5.3

[1] Data relfects full-time permanent staff for the Library, and full-time permanent and (less than 10%) temporary staff included in the Central Personnel Data File for national and SMSA categories.

[2] Includes Blacks, Asian Americans/Pacific Islanders, Hispanics, and other minorities.

[3] Nationwide Federal civilian work force data provided by OPM, current November 1980.

[4] Washington Standard Metropolitan Statistical Area (SMSA) Federal civilian work force data provided by OPM, current November 1980.

[5] Library of Congress work force data, current October 1, 1980.

[6] "Other" for the Library of Congress includes Special Police only.

Last year, the Library adopted a policy voluntarily to adopt procedures in the EEOC guidelines for affirmative action planning, involving the completion of a work force utilization analysis in two parts: the work force profile and underrepresentation analysis. The Women's Program Office was responsible for managing the formating and production of the Library's work force utilization analysis, which was issued in June 1981. The entire project was completed in-house, and allows the agency to capture data for earlier years. In this way, the Library can analyze trends and target future affirmative action planning to areas of greatest need.

Summary

There is no question that the Library continues to have work to do in the area of affirmative action for all protected classes. Success with the TAP and the administrative detail programs and the rise in the proportion of women managers are examples of major efforts that have moved the Library toward its ultimate equal opportunity goal. It is with the end result in mind, however, that the Library began to show an awareness of the concept of underrepresentation in the fiscal year 1981 and 1982 affirmative action plans.

The intent in the future, beginning with fiscal year 1983, is to implement affirmative action based on a comprehensive, multiyear plan keyed to the underrepresentation analysis. An explanation of key concepts utilized in this planning process and appearing in the multiyear plan will be published shortly in these pages. The Library also intends to develop additional data on personnel actions in order to have available information that is critical for planning programs needed to overcome underrepresentation where it is found. The Library believes that it has made some solid progress in terms of affirmative action and trusts that the continued pursuit of its legal commitments as well as voluntary action to adopt planning procedures based on a common sense methodology will carry the Library further and faster toward the goal of full equal employment opportunity.

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